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NFAC MANAGEMENT ACCOMPLISHMENTS

The National Foreign Assessment Center (NFAC), in its first full year of operation, has moved to both produce more effective intelligence and improve the management of its people. The merger of the National Intelligence Officers (NIO) with the former Directorate of Intelligence has resulted in a consolidation of analytical resources and a more efficient management structure for coordinating national intelligence. This structure, in turn, has facilitated greater use of the interdisciplinary approach to key intelligence analyses.

Key elements in the new management structure are the Production Board and the Senior Review Panel. The Production Board, whose membership includes all NFAC Office Directors, reviews and evaluates the entire spectrum of NFAC research. It also serves as forum for new analytical approaches, the allocation of analytic resources, and the prioritization of research topics.

The NFAC Production Board has met regularly over the past year to evaluate the production programs of the offices and the NIOs. After the development of the National Intelligence Topics (NITs), the Production

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Board became the forum for the development of NFAC and Community production plans to address the listed concerns of the Policy Review Committee (Intelligence). The newly-established Senior Review Panel now being staffed will ultimately consist of three or four eminent scholars who will review critically the entire range of NFAC analyses.

Over the past year, NFAC has strengthened its commitment to improve its personnel management system. Specifically, NFAC has ^{thoroughly} revised its performance evaluation system. Changes include centralizing for the first time the ranking of all GS-14s and GS-15s; the creation of a single career service; the establishment of a senior secretarial panel; and the establishment of a performance review panel, which reviews the lowest three percent of those ranked. In addition, NFAC has updated its personnel handbook and created an assignments panel, which makes selections for rotational assignments and ^{es} serves as a mechanism for placing those analysts returning to NFAC from a rotational assignment.

NFAC has signaled its commitment to equal opportunity with the hiring of eight hispanics and seven black professional employees this past year; an improvement of 15 percent over last year. In addition, NFAC is pushing ahead with the unique ADP support required for two blind analysts that have been hired this past year.